

Compensation Planning by Payscale



Manage employee compensation awards with confidence using a compensation review and adjustments solution.

Is your organisation looking to empower front line managers to make data-driven compensation decisions by creating a collaborative compensation planning process?

Compensation is the largest P&L expense item for most companies and is also a critical part of the employee value proposition – so you need to get it right, and not just during the hiring process.

Getting it right includes a solution that maximises your talent investment, while empowering managers to make fair and transparent compensation decisions – without complex administrative burdens.

Our Compensation Planning solution drives efficiency with powerful configuration capabilities, increases confidence in data-driven pay decisions, and supports increased governance, pay transparency and pay equity across the workforce.

Drive efficiency with powerful configuration and workflow control

Save time and reduce errors by automating everything from budget allocation to approval processes.

Manage risks and governance throughout the budgeting and review process

Develop remediation recommendations and model scenarios based on your own strategy and budget.

Increase confidence in pay decisions with transparency at all levels

Provide key decision insights to support informed pay decisions that are transparent and fair.



Include all key stakeholders in the compensation planning process with individual experiences for each user including HR teams, front line managers and executive users.



Securely store all budgets, outcomes, and recommendations within a secure location that is synced across devices to keep teams aligned in real-time.



Automate everything from budget allocation to approval processes so you can save time, reduce errors, provide appropriate oversight and ensure a high degree of data security and GDPR compliance.



Provide key decision insights to support informed pay decisions that are demonstrably transparent and fair, to maximize employee understanding and engagement of pay.



Integrate with the HCM systems you're already using to ensure data integrity.



Improve effectiveness by providing a clear line of sight between employee achievement and actual pay.



Ensure consistent application of compensation principles and pay equity with configurable real-time alerts for front line and oversight users.



Communicate compensation updates with personalised compensation letters to ensure employees understand how their pay was determined.



Configure workflow-controlled processes ensuring appropriate collaboration, compliance, and strong governance.

Request a demo



The Future of Compensation Planning

With an increasingly dynamic labour market and growing focus on remote work, employee engagement, and pay transparency, having an agile compensation planning process can help your organisation stay competitive - even in challenging times. According to [2023 Compensation Best Practices Europe Report](#), 49% of orgs headquartered in Europe have a compensation strategy/philosophy, and 30% are working on one. Learn how you can join the growing number of organisations prioritising compensation planning to [#getpayright](#) and make it a strategic aspect of your business agenda.

Key features

Budgets

Create segmented budgets within an overall review budget for more granular budget adherence and allow compensation managers to control budget allocation to their direct reports.

	Employee Details				Employee Job Details				Current Salary Details		Current Benchmark Details	
	ID	First Name	Last Name	Office location	Department	Job band	Start date	Salary pre...	Actual salary	FTE	25th Percentile	
	EE107	Catherine	Rose	London	Client Support	S3	24/03/2017	100.00%	GBP 32,300.00	100.00%	GBP 26,500.00	
	EE108	Jacqueline	Spencer	London	Client Support	S3	11/11/2018	100.00%	GBP 32,000.00	100.00%	GBP 18,000.00	
	EE111	Dorothy	Thomas	London	Finance	S2	01/08/2021		GBP 21,000.00	100.00%	GBP 18,000.00	
	EE112	Patricia	Johnson	London	HR	S3	24/03/2017	100.00%	GBP 32,000.00	100.00%	GBP 26,500.00	
	EE113	Victor	Roberts	London	Client Support	S3	14/09/2007	100.00%	GBP 32,000.00	100.00%	GBP 26,500.00	
	EE114	Virginia	Mccoy	London	Client Support	S2	01/03/2016	100.00%	GBP 18,500.00	100.00%	GBP 18,000.00	
	EE125	Jimmy	Lopez	London	Client Support	S2	01/03/2016	100.00%	GBP 20,750.00	100.00%	GBP 18,000.00	
	EE126	Rose	Anderson	London	Client Support	S3	12/08/2015	100.00%	GBP 29,000.00	100.00%	GBP 26,500.00	
	EE127	Ruth	Bryant	London	Finance	S3	01/01/2014	100.00%	GBP 31,500.00	100.00%	GBP 26,500.00	
	EE128	Shirley	Martin	London	Administrator	S2	01/08/2021		GBP 21,000.00	80.00%	GBP 18,000.00	
	EE129	Kelly	Sanders	London	Finance	S3	24/03/2017	100.00%	GBP 31,200.00	100.00%	GBP 26,500.00	
	EE130	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE131	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE132	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE133	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE134	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE135	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE136	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE137	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE138	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE139	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE140	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE141	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE142	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE143	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE144	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE145	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE146	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE147	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE148	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE149	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE150	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE151	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE152	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE153	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE154	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
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	EE156	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE157	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE158	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE159	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE160	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
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	EE163	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE164	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE165	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE166	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE167	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE168	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE169	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE170	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE171	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE172	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE173	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE174	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE175	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
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	EE186	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE187	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE188	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE189	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE190	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE191	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE192	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
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	EE195	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE196	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
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	EE198	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
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	EE206	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE207	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE208	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
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	EE214	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
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	EE216	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE217	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE218	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE219	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE220	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE221	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE222	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00	100.00%	GBP 18,000.00	
	EE223	Christina	Scott	London	HR	S2	01/03/2016	100.00%	GBP 19,900.00			

EMEA Staff Review 2022										
Mark Salary Award										
Last Name	Current market position	Performance Rating	Guideline min %	Guideline max %	Proposed increase	Proposed increase amount	New salary - proposed	Actual increase amount	Lump sum threshold	Lump sum
Ramirez	Above market	Good	3.00 %	5.00 %	0.00 %	GBP 0.00	GBP 36,500.00	GBP 0.00	0.00	GBP 0.00
Fox	Above market	Below expected				EUR 29,650.00	EUR 29,650.00			
Green	Below market	Poor	0.00 %	1.00 %	4.00 %	EUR 1,280.00	EUR 32,280.00	EUR 1,280.00		EUR 0.00
Banks	Above market	Poor				GBP 0.00	GBP 34,000.00	GBP 0.00		GBP 0.00
Medina	At market	Strong				0.00	EUR 24,500.00	EUR 0.00		EUR 0.00
Taylor	At market	Good				820.00	GBP 21,320.00	GBP 820.00		GBP 0.00
Ryan	At market	Exceptional				2,244.00	GBP 35,244.00	GBP 2,244.00		GBP 0.00
Frazier	Below market	Poor				0.00	GBP 30,000.00	GBP 0.00		GBP 0.00
Johnston	Above market	Exceptional				2,160.00	GBP 38,160.00	GBP 0.00		GBP 0.00
Phillips	Below market	Good				0.00	GBP 29,500.00	GBP 0.00		GBP 0.00
Bell	At market	Below expected				0.00	GBP 45,000.00	GBP 0.00		GBP 0.00
Johnston	Below market	Exceptional				0.00	GBP 31,750.00	GBP 0.00		GBP 0.00
Burns	Below market	Strong	4.00 %	6.00 %	0.00 %	0.00	GBP 27,500.00	GBP 0.00		GBP 0.00

Salary recommendation is over the Guideline Maximum range suggested. Please provide a justification.

Agreed with HR

Outstanding performer all year

Agreed with HR

Flight Risk

Due for promotion

Promotion Budget	Bonus Budget	United Kingdom	Total
GBP 113,310.22	GBP 67,200.00	GBP 230,000.00	GBP 297,200.00

Configurable Guidelines and Constraints

Present reviewing managers with varying award allocation scenarios and enforce compensation principles and objectives by applying hard and soft alerts and constraints, empowering managers to make compensation decisions while maintaining strong governance over your reward strategy policies and ensuring fair pay.

Drill Down Review Cards

Provide additional data support for managers to make more informed compensation decisions including salary history, bonus calculation details and benchmarking visualisations.

EMEA Staff Review 2022										
Mark Salary Award										
ID	First Name	Last Name	Current market position	Performance Rating	Guideline min %	Guideline max %	Proposed increase	Proposed increase amount	New salary - proposed	Lump sum
EE148	Betty	Taylor	At market	Good	3.00 %	5.00 %	4.00 %	GBP 820.00	GBP 21,320.00	GBP 0.00
EE149	Mark	Ryan	At market	Exceptional	5.00 %	7.00 %	6.80 %	GBP 2,244.00	GBP 35,244.00	GBP 0.00

Mark Ryan (EE149)

Effective date: 01-Jan-2019, Job band: S3, Job title: Support Exec, Salary: GBP 33,000.00

Effective date: 01-Jan-2018, Job band: S3, Job title: Support Exec, Salary: GBP 31,150.00

Effective date: 01-Jan-2017, Job band: S3, Job title: Support Exec, Salary: GBP 29,300.00

Effective date: 01-Jan-2016, Job band: S3, Job title: Support Exec, Salary: GBP 27,450.00

Effective date: 01-Oct-2015, Job band: S2, Job title: Support Exec, Salary: GBP 25,600.00

Budget	Promotion Budget	Bonus Budget	United Kingdom	Total
GBP 271,944.58	GBP 113,310.22	GBP 67,200.00	GBP 230,000.00	GBP 297,200.00

EMEA Staff Review 2022										
Employee Details										
ID	First Name	Last Name	Office location	Department	Job band	Start date	Salary pro...	Actual salary		
EE107	Catherine	Rose	London	Client Support	S3	24/03/2017	100.00 %	GBP 32,300.00		
EE108	Jacqueline	Spencer	London	Client Support	S3	11/11/2018	100.00 %	GBP 32,000.00		
EE113	Victor	Roberts	London	Client Support	S3	14/09/2007	100.00 %	GBP 32,000.00		
EE126	Rose	Anderson	London	Client Support	S3	12/08/2015	100.00 %	GBP 29,000.00		
EE132	Ann	Ramos	London	Client Support	S3	01/01/2014	100.00 %	GBP 32,000.00		
EE143	Annie	Ramirez	London	Client Support	S3	01/01/2014	100.00 %	GBP 36,500.00		
EE149	Mark	Ryan	London	Client Support	S3	01/01/2014	100.00 %	GBP 33,000.00		
EE161	Gloria	Johnston	London	Client Support	S3	24/03/2017	100.00 %	GBP 31,750.00		
EE162	Jose	Burns	London	Client Support	S3	11/11/2018	100.00 %	GBP 27,500.00		
EE196	Judy	Wilson	London	Client Support	S3	01/03/2016	100.00 %	GBP 29,500.00		
EE197	Beverly	Watkins	London	Client Support	S3	12/08/2015	100.00 %	GBP 30,100.00		
EE209	Mildred	Miller	London	Client Support	S3	01/08/2021	100.00 %	GBP 33,600.00		
EE215	Peter	Payne	London	Client Support	S3	24/03/2017	100.00 %	GBP 32,750.00		

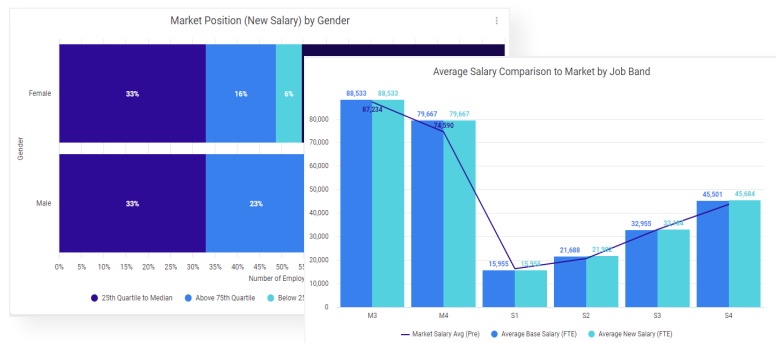
Budget	Promotion Budget	Bonus Budget	United Kingdom	Total
GBP 544,050.00				

Advanced Filtering

Easily direct managers to view critical employee groups that may require specific attention during the compensation review process using advanced filtering options.

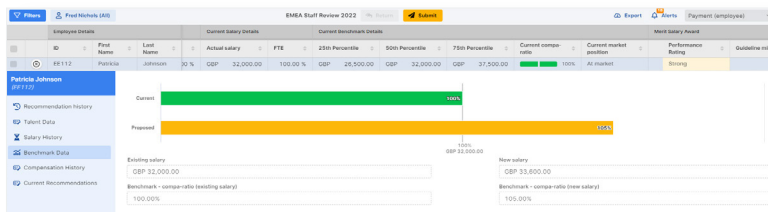
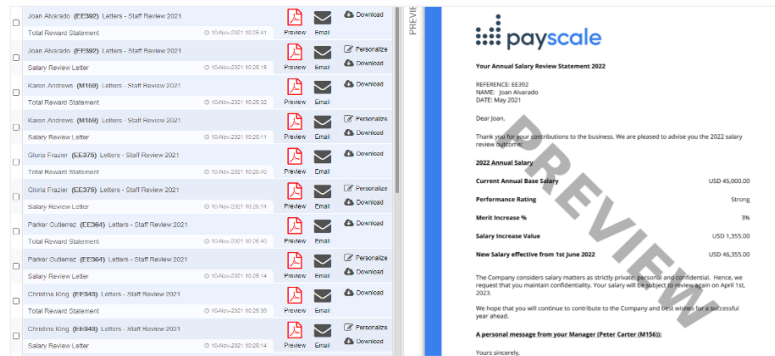
Actionable Insights

Dashboards are available with data updated in real-time during the review and provide actionable insight for managers, allowing them to see the impact of their award allocation before submitting.



Customisable Letters

Share updates with front line employees by sending personalized compensation letters as emails or downloadable PDF files to make sure everyone understands how their pay award was determined.



Benchmarking Data

Incorporate external raw or blended salary benchmark data to ensure salary awards are in line with competitive market rates.

“ Compensation Planning is the primary tool that we use for our merit review process. Payscale provides managers with all of the critical data needed to make informed pay decisions. It also provides an easy view for executives and managers on their spend versus budget. And, the integration with our HRIS is seamless.”

Charles Landry
Global Head of Compensation
at Deltek

Want to simplify employee compensation all in one place?

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